

CONTRA COSTA COUNTY
2020 OUTREACH AND RECRUITMENT DATA
9223 EMPLOYEES
GENDER

Demographics By Gender	Total Department Workforce	Male (%)	Female (%)
Officials and Administrators			
County Workforce	337	35	65
Census Data	X	58/49	42/51
Underrepresentation	X	-23/-14 ⁴	X
Professionals			
County Workforce	3363	30	70
Census Data	X	47/49	53/51
Underrepresentation	X	-17/-19	X
Technicians			
County Workforce	998	41	59
Census Data	X	51/49	49/51
Underrepresentation	X	-10/-8	X
Administrative Support			
County Workforce	3081	16	84
Census Data	X	38/49	62/51
Underrepresentation	X	-22/-33	X
Service Maintenance			
County Workforce	332	66	34
Census Data	X	57/49	43/51
Underrepresentation	X	X	-9/-17
Skilled Craft			
County Workforce	80	98	2
Census Data	X	94/49	6/51
Underrepresentation	X	X	-4/-49
Protective Services (Sworn)			
County Workforce	814	81	19
Census Data	X	77/49	23/41
Underrepresentation	X	X	-4/-32
Protective Services (Non-Sworn)			
County Workforce	218	61	39
Census Data	X	58/49	42/51
Underrepresentation	X	X	-3/-12

⁴ These numbers are broken into two separate categories. The first number represents the Census data for eligible people who reside in Contra Costa County, are 16 years or older and who are working or looking for work. The second number represents the total population for Contra Costa County.

CONTRA COSTA COUNTY
2020 OUTREACH AND RECRUITMENT DATA
9223 EMPLOYEES
RACE/ETHNICITY

Demographics by Race and Ethnicity ⁵	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/Pacific Islander (%)	American Indian/Alaska Native (%)	Two or More Races (%)
Officials and Administrators							
County Workforce	59	15	12	7	0	1	6
Census Data	60/65	6/10	13/26	17/18	0/1	0/1	4/5
Underrepresentation	-1/-6 ⁶	X/X	-1/-14	-10/-11	X/-1	X/X	X/X
Professionals							
County Workforce	43	15	15	17	1	0	9
Census Data	55/65	6/10	11/26	23/18	0/1	0/1	4/5
Underrepresentation	-12/-22	X/X	X/-11	-6/-1	X/X	X/X	X/X
Technicians							
County Workforce	37	14	21	19	2	0	7
Census Data	42/65	9/10	26/26	19/18	0/1	0/1	4/5
Underrepresentation	-5/-28	X/X	-5/-5	X/X	X/X	X/-1	X/X
Administrative Support							
County Workforce	35	18	30	10	1	1	5
Census Data	47/65	10/10	22/26	16/18	1/1	0/1	4/5
Underrepresentation	-12/-30	X/X	X/X	-6/-8	X/X	X/X	X/X
Service Maintenance							
County Workforce	29	17	36	14	1	1	2
Census Data	28/65	10/10	43/26	13/18	1/1	0/1	5/5
Underrepresentation	X/-36	X/X	-7/X	X/-4	X/X	X/X	-3/-3
Skilled Craft							
County Workforce	61	8	18	10	0	2	1
Census Data	41/65	6/10	41/26	8/18	0/1	0/1	4/5
Underrepresentation	X/-4	X/-2	-23/-8	X/-8	X/-1	X/X	-3/-4
Protective Services (Sworn)							
County Workforce	62	10	19	4	1	0	4
Census Data	44/65	20/10	17/26	11/18	1/1	0/1	6/5
Underrepresentation	X/-3	-10/X	X/-7	-7/-14	X/X	X/-1	-2/-1
Protective Services (Non-Sworn)							
County Workforce	38	28	23	6	2	1	2
Census Data	39/65	12/10	33/26	8/18	5/1	0/1	3/5
Underrepresentation	-1/-27	X/X	-10/-3	-2/-12	-3/X	X/X	-1/-3

⁵ The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably. Some respondents identify with all three terms while others may identify with only one of these three specific terms. Hispanics or Latinos who identify with the terms "Hispanic," "Latino," or "Spanish" are those who classify themselves in one of the specific Hispanic, Latino, or Spanish categories as Mexican, Puerto Rican, or Cuban. People who do not identify with one of the specific origins listed indicate that they are "another Hispanic, Latino, or Spanish origin" are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or the Dominican Republic.

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